



NIH Executive Leadership Program

Brookings Executive Education

A Partnership of the Brookings Institution
and Washington University in St. Louis



The NIH Executive Leadership Program: Overview and Intent

The NIH Executive Leadership Program (ExLP) is intended to successfully prepare leaders for executive ranks of leadership at the NIH. Ensuring that leaders have an understanding of the challenges navigating the public sector, in general, and the NIH, in particular, is vital to moving forward NIH's mission and maintaining the public trust. Investing in our future leadership is a priority - a foundation to NIH's succession planning strategy.

Annually, a cohort of up to twenty high performing leaders will be selected to participate and will be required to complete program elements together over a period of six months. Only those who are committed to serving the NIH at an executive level – and willing to demonstrate a return on investment for the NIH – will be selected.

Content is aligned with the NIH Executive Proficiencies model, providing a basis upon which to gauge individual development. The program integrates the world-class academic experience of our educational partner – Brookings Executive Education – and the hands-on involvement of senior NIH executives to provide an extraordinary leadership experience. Working with current NIH leaders and academic experts, in collaboration with executive coaches, participants will tackle real-world organizational challenges enabling them to produce extraordinary results for NIH, the scientific community, and the nation.



A unique feature of the ExLP is the integration of formal instructor led coursework with experiential hands-on learning.

Key areas include:

- Peer Advising/Mentoring
- Access to NIH senior leaders in the form of:
 - Panel discussions, themed-lectures and special events
 - Action learning activities

NIH leadership will play an active and integral role in the program.

A Powerful Partnership: NIH and Brookings

World class institutions have aligned to offer the NIH Executive Leadership Program (ExLP). Providing the formal educational component is Brookings Executive Education, a unique partnership of the renowned Brookings Institution and award-winning Washington University in St. Louis.

Brookings has a clear understanding of executive attributes and the unique role of the executive leader. Brookings was the pioneer in the field of executive development for public leaders. Starting in 1957, the Institution launched a pilot program for government “supergrades” and today thousands of government leaders and executives attend leadership programs and alumni events every year.



Brookings Executive Education is well positioned to provide the conceptual framework and tools for strategic thinking and decision-making within government. The work of Brookings’ resident scholars, the majority of whom have held high-level positions within the Executive and Legislative branches of the federal government, informs much of the course content. According to a Yale University study, the Brookings Institution ranks number one in credibility among all public policy research organizations in Washington, D.C.

Washington University of St. Louis (WUSTL) has a longstanding reputation for scholarship and innovation – in science, medicine, business and the arts. Washington University’s faculty members’ research distinguishes them in their fields and the faculty has included 22 Nobel laureates. Washington University is currently ranked 11th overall in the nation. Its School of Medicine is one of the leading medical research, teaching, and patient care institutions in the country, currently ranked third in the nation by U.S. News & World Report. WUSTL has a long and productive relationship with the National Institutes of Health. The University has over 150 NIH funded inventions and it is one of the top recipients in NIH grants from year-to-year.

2013 NIH Executive Leadership Program Schedule

Program Components



Orientation, Part One: THE JOURNEY

February 27, 2013

Location: Lawton Chiles International House (Stone House), NIH Campus

Participants will be welcomed to the program and will be provided with an overview of the journey in which they are about to embark. The 360° leadership assessment, which has been customized to the NIH Executive Proficiency Model, will be explained and instructions will be shared regarding scheduling feedback session with coaches.

Orientation, Part Two: ACTION LEARNING

March 8, 2013

Location: Natcher Conference Center, NIH Main Campus

Orientation devoted to the action learning component of the program. Information will be provided about the NIH projects, in addition to valuable information about working together in teams.

Module 1: LEADERSHIP RETREAT: THE EXECUTIVE EQUATION

March 18-21, 2013

Transitioning into “Top 5” leadership requires that participants think quite differently about who they are and what they do. One ingredient for success is to develop a leadership approach that is unique, hard to replicate, and clearly adds value to the organization. An examination of participants’ leadership styles and the development of action plans to strengthen them will be a primary focus of the retreat. Additional content includes the examination of power and influence, which is essential knowledge for executives to possess. Participants will explore how to exert sophisticated and ethical influence and persuasion in order to lead change at NIH.



Module 2: COMMUNICATING FOR SUCCESS

May 7-9, 2013

Location: The Brookings Institution, Washington, D.C.

This module features dialogues with leading political insiders and policy experts with the goal to develop strategies to strengthen the connection between NIH, its operating environment, and the public it serves. Specific topics will include: navigating the public sector (building relationships with Congress, DHHS, OMB, and other related agencies); public trust, transparency, and accountability; governmental health policy: trends, research, and budgets; and leadership in a globalized world.

Module 3: NAVIGATING THE PUBLIC SECTOR

June 25-27, 2013

Location: The Brookings Institution and Capitol Hill, Washington, D.C.

Executive success is contingent upon strong communication skills. This module will provide a conceptual understanding of best communication strategies combined with a practicum in which participants can hone their delivery techniques. Through engagement with communications experts, participants will discover techniques to enable them to be compelling and confident leaders/communicators; learn how to connect with and appeal to different constituencies; and develop an ability to comfortably engage in media interviews. Areas covered in this module will include: personal presence and clarity of purpose and message; personal “branding”; audience based communications; and message strategy and development. This two day module includes a visit to Capitol Hill to meet with policymakers and go behind the scenes of Congress during a private tour led by a former U.S. Member of Congress.

Module 4: LEADERSHIP LENS

August 6-7, 2013

Location: The Brookings Institution, Washington, D.C.

This module focuses on two critical leadership competencies – the importance of embracing and leveraging difference and uncovering strategies to improve workplace performance. Important for today’s executives is to recognize the value of diversity and how cultivating difference results in tangible organizational benefits. This module will focus on how organizations leverage differences to make better decisions and foster innovative solutions to problems. In addition, participants will also uncover practical tools they need to expertly manage discipline and performance issues among their employees. Participants will examine what they need to know about federal personnel employment law and will develop an enhanced ability to handle their most difficult employment issues, boost morale in the workplace, improve productivity, and avoid damaging law suits.



Module 5: STRATEGIES FOR SUCCESS

September 17-18, 2012

Location: NIH Main Campus

The ExLP journey concludes with participants exploring how to create and maintain high performing organizations. Discussion will focus on lessons learned from the ExLP experience. The program concludes on the NIH Main Campus with action learning project presentations, a conversation about the challenges ahead, and valedictory remarks by Norm Augustine.

Leadership Assessments and Executive Coaching

A 360-degree electronic leadership assessment will allow participants to get feedback from staff, peers, supervisor, and others (Korn Ferry's instrument crosswalked to NIH Executive Proficiencies model). ICF certified coaches with experience coaching executives in the bio-medical community will provide 1:1 coaching to participants.

Action Learning Projects

Action Learning Projects will engage participants throughout the six month period. Action learning is a powerful problem solving model that will engage NIH ExLP participants on substantive projects culminating in a deliverable product – a report, program, or strategy – that is valuable to the NIH. The objective is to provide the group with substantive work on complex organizational issues while achieving individual executive growth. In addition to solving real problems, the NIH ExLP participants will focus on what they are learning and how this learning can benefit NIH as a whole.

Participants will have an opportunity to formally present action learning project findings to NIH senior leadership on September 18.

NIH Special Events

April 24, 2013

Meeting with NIH Deputy Directors

July 19, 2013

Reflections - Insights from Former NIH "Top 5" Leaders

Crosswalk to NIH Executive Proficiency Model

Learning Objectives NIH Executive Proficiencies	Methodology
<ul style="list-style-type: none"> • Create and Articulate a Vision that Supports the Scientific Mission of the NIH 	<ul style="list-style-type: none"> • Entire NIH ExLP Curriculum
<ul style="list-style-type: none"> • Inspire Others 	<ul style="list-style-type: none"> • Strategies for Success Module • Leadership Lens Module • Leadership Coaching • Action Learning Projects
<ul style="list-style-type: none"> • Navigate the Public Sector 	<ul style="list-style-type: none"> • Navigating the Public Sector Module • Peer Advising • Action Learning Projects
<ul style="list-style-type: none"> • Work Collaboratively 	<ul style="list-style-type: none"> • Leadership Lens Module • Leadership Coaching • Action Learning Projects • Peer Advising • NIH Special Events
<ul style="list-style-type: none"> • Achieve Desired Results 	<ul style="list-style-type: none"> • Strategies for Success Module • Action Learning Projects • Leadership Coaching
<ul style="list-style-type: none"> • Develop Personal and Organizational Capability 	<ul style="list-style-type: none"> • Leadership Retreat: The Executive Equation Module • NIH Special Events • Leadership Coaching • Peer Advising
<ul style="list-style-type: none"> • Demonstrate Management Acumen 	<ul style="list-style-type: none"> • Leadership Retreat: The Executive Equation Module • Leadership Lens Module • Strategies for Success Module • Action Learning
<ul style="list-style-type: none"> • Communicate and Listen 	<ul style="list-style-type: none"> • Communicating for Success Module • Action Learning • Leadership Coaching

Nomination and Selection Process

Eligibility Requirements

To be eligible to be nominated for admission to NIH ExLP an individual must be:

- A GS 15, SES or Title 42 (equivalent) NIH employee aspiring to executive leadership at the NIH.
- An existing Top 5 NIH leader (IC Director, IC Deputy Director, Scientific Director, Executive Officer or Scientific Executive) new to the role/the federal government or interested in participating. Interested applicants should contact Keisha Berkley, Program Manager, NIHTC, at berkleyk@od.nih.gov for the appropriate application procedure.

The NIH ExLP nomination and selection process is a rigorous one in order to ensure that individuals with the requisite experience, competencies, and motivation to excel in executive positions enter the program. Individuals must be nominated through their respective Institutes. All nominees are required to furnish a nomination package that includes the following items:

1. Applicant Information
2. Applicant Background and Qualifications
3. Essay questions: Responses limited to one page in length, single spaced.
4. Supervisor Endorsement
5. Applicant Certification

The NIH Deputy Directors will review nominations submitted across the organization and make final participant selections.

Selected Faculty Bios

Norman R. Augustine

Norman R. Augustine attended Princeton University where he graduated with a BSE in Aeronautical Engineering, magna cum laude, and an MSE. He was elected to Phi Beta Kappa, Tau Beta Pi and Sigma Xi. In 1958 he joined the Douglas Aircraft Company in California where he worked as a Research Engineer, Program Manager and Chief Engineer. Beginning in 1965, he served in the Office of the Secretary of Defense as Assistant Director of Defense Research and Engineering. He joined LTV Missiles and Space Company in 1970, serving as Vice President, Advanced Programs and Marketing. In 1973 he returned to the government as Assistant Secretary of the Army and in 1975 became Under Secretary of the Army, and later Acting Secretary of the Army. Joining Martin Marietta Corporation in 1977 as Vice President of Technical Operations, he was elected as CEO in 1987 and chairman in 1988, having previously been President and COO. He served as president of Lockheed Martin Corporation upon the formation of that company in 1995, and became CEO later that year. He retired as chairman and CEO of Lockheed Martin in August 1997, at which time he became a Lecturer with the Rank of Professor on the faculty of Princeton University where he served until July 1999.

Mr. Augustine was Chairman and Principal Officer of the American Red Cross for nine years, Chairman of the Council of the National Academy of Engineering, President and Chairman of the Association of the United States Army, Chairman of the Aerospace Industries Association, and Chairman of the Defense Science Board. He is a former President of the American Institute of Aeronautics and Astronautics and the Boy Scouts of America. He is a former member of the Board of Directors of ConocoPhillips, Black & Decker, Proctor & Gamble and Lockheed Martin, and was a member of the Board of Trustees of Colonial Williamsburg. He is a Regent of the University System of Maryland, Trustee Emeritus of Johns Hopkins and a former member of the Board of Trustees of Princeton and MIT.

He is a member of the Advisory Board of the Department of Homeland Security and the Department of Energy, was a member of the Hart/Rudman Commission on National Security, and served for 16 years on the President's Council of Advisors on Science and Technology. He is a member of the American Philosophical Society, the National Academy of Sciences and the Council on Foreign Relations, and is a Fellow of the National Academy of Arts and Sciences and the Explorers Club.

Mr. Augustine has been presented the National Medal of Technology by the President of the United States and received the Joint Chiefs of Staff Distinguished Public Service Award. He has five times received the Department of Defense's highest civilian decoration, the Distinguished Service Medal. He is co-author of *The Defense Revolution* and *Shakespeare In Charge* and author of *Augustine's Laws* and *Augustine's Travels*. He holds 29 honorary degrees and was selected by Who's Who in America and the Library of Congress as one of "Fifty Great Americans" on the occasion of Who's Who's fiftieth anniversary. He has traveled in 111 countries and stood on both the North and South Poles of the earth.

Carol Browner

Carol Browner is a Distinguished Senior Fellow at the Center for American Progress. Ms. Browner also serves as a Senior Counselor of Albright Stonebridge Group and on the Board of the League of Conservation Voters.

Ms. Browner most recently served as Assistant to President Obama and director of the White House Office of Energy and Climate Change Policy, where she oversaw the coordination of environmental, energy, climate, transport, and related policy across the federal government. During her tenure, the White House secured the largest investment ever in clean energy and established the national car policy that included both new automobile fuel efficiency standards and first ever greenhouse gas reductions. Previously, Ms. Browner was a founding principal of The Albright Group LLC from 2001 to 2008.

From 1993 through 2001, Ms. Browner served as the Administrator of the Environmental Protection Agency. As administrator, she adopted the most stringent air pollution standards in our nation's history; set for the first time, a fine particle clean air standard; and spearheaded the reauthorization of the Safe Drinking Water Act as well as the Food Quality Protection Act. She was known for working with both environmentalists and industry to set scientific-based public health protections while providing businesses important flexibilities in how to meet those standards. She worked across the agency to ensure a focus on protecting the most vulnerable, particularly children.

From 1991 through 1993, Ms. Browner served as Secretary of Environmental Regulation in Florida, where she launched the largest ecological restoration project ever attempted in the United States to restore the natural flow of water to the Everglades.

Ms. Browner serves on the Executive Committee of the Center for American Progress and was a founding board member of the organization from 2003-2008.

Ms. Browner earned her B.A. and a law degree from the University of Florida in Gainesville. She has one son and is married to former New York Congressman Tom Downey.

Stanley E. Collender

Stanley E. Collender is national director of public affairs for Fleishman-Hillard. He also is director of the company's financial communications group in Washington, D.C., and is managing director of its federal-budget consulting group. Mr. Collender leads Fleishman-Hillard's efforts to provide up-to-date analysis and information to its clients on the federal budget and U.S. fiscal and monetary policy. His federal budget experience is extensive. He has been involved with the congressional budget process for more than a quarter century and is one of only a limited number of people who has worked for both the House and Senate Budget Committees. As a member of the House Budget Committee staff, he served as administrator of the Task Force on State and Local Government. For the Senate Budget Committee, he was responsible for analyzing defense spending. Mr. Collender also served as the administrator of the Task Force on the Budget of the Northeast-Midwest Congressional Coalition, a bipartisan group of representatives from the states in those regions.

Bill Connor

Partner, Oratorio Media Training

Bill specializes in helping high-level professionals crystallize their key messages and deliver them in clear and compelling ways, in interviews, speeches and presentations. Before joining Oratorio in 1997, Bill worked as a White House television correspondent and anchorman for twelve years. He has received numerous professional awards for his work, including an Associated Press citation for excellence in investigative reporting. He holds a B.A. in French Literature from Vassar College and an M.S. from the Columbia University Graduate School of Journalism.

Martin Davidson

Associate Professor of Leadership and Organizational Behavior Martin Davidson teaches, conducts research, and consults with global leaders on how they can use diversity strategically to create sustainable competitive advantages for their firms, both globally and domestically. His research on the impact of culture and ethnicity on career development and on conflict management appears in top managerial and academic publications including *Harvard Business Review*, *Administrative Science Quarterly*, *Research on Negotiation in Organizations*, *Journal of Personality*, *Review of Educational Research*, *The Industrial-Organizational Psychologist* and the *International Journal of Conflict Management*. Executive summaries of Davidson's academic journal articles and book chapter contributions may be viewed on his website, www.leveragingdifference.com/research-articles/.

He has conducted research on four continents identifying the critical competencies for managing effectively across national boundaries. His new book, entitled "*The End of Diversity as We Know It: Why Diversity Efforts Fail and How Leveraging Difference Can Succeed*" will be published in the fall of 2011.

In addition to teaching leadership in Darden's MBA and Executive Education programs, he consults with a host of Fortune 100 firms, government agencies and nonprofit organizations. He has served as Associate Dean and Chief Diversity Officer for the Darden School, and as the national chair of the Gender and Diversity in Organizations Division of the Academy of Management. Davidson has been featured in numerous media outlets including the New York Times, BusinessWeek, the Wall Street Journal, the Washington Post, and National Public Radio. He has been a member of the Darden faculty since 1998. Previously, he was a member of the faculty of the Tuck School of Business at Dartmouth College. For more information on Martin N. Davidson, his current and developing work and to view his weekly blog, "In My Opinion", visit www.leveragingdifference.com.

Fran Johnston

Frances Johnston is a world-renowned scholar-practitioner, researcher, and co-author of the Harvard Business Press book, *Becoming a Resonant Leader*. Over the course of her 20+ year career, she has become a trusted mentor and advisor to C-level executives and top teams across a broad range of organizations and sectors—including many of the world's biggest and most well-known companies: UniCredit Group, Viacom, Unilever, Merrill Lynch, and Unisys. She has also worked with

the United Nations Development Programme and consulted to government leaders around the globe on issues of inclusion, post-conflict organizational development, and community leadership.

Fran's fascination with group development and deep commitment to organizational growth enables her to create real connections with those she serves and catalyze transformational change in large systems. She's done it worldwide in a variety of complex contexts and approaches, including: 6,000 business line leaders in a global energy company; 1,000 community and government leaders in post-Khmer Rouge Cambodia; 50 physician leaders in a regional health system; 25 managers of her local food co-op; and with one incredibly competitive Division I college basketball coach. Fran sees the potential of any group or individual to make a difference with their leadership to change the world, and her fundamental belief in human possibility and profound capability to understand an organization's complexity, set her apart as an effective leader of leaders.

Fran is noted for her ability to make sense of a system's complexity and to design elegant solutions. Her interventions leverage the organization's strengths while engaging emotional commitment. One of Fran's core design principles is to develop increased capability of leaders and other internal players to sustain change after Teleos Leadership Institute leaves the engagement. This means that leaders often get individual-level coaching and support to help them own and facilitate their organizational change efforts. She does this through designing events that align and connect top teams with their organization and other stakeholders.

She is a long-standing faculty at the Wharton School's Aresty Institute of Executive Education and a senior associate/faculty of the Gestalt International Study Center in Cape Cod, Massachusetts, where she teaches their flagship course for senior executives. Previously, Fran taught at Temple University, Philadelphia College of the Sciences, the Community College of Philadelphia, and the Gestalt Institute of Cleveland.

Ilona B. Nickels

Ilona Nickels brings 30 years of Capitol Hill experience to her non-partisan presentations. She lectures regularly in Washington, D.C. for the Brookings Institution, a prominent Washington think tank, the Government Affairs Institute at Georgetown University, the Washington Campus MBA program, and the U.S. Senate Education and Training Office.

Ms. Nickels began her career as a congressional staff aide, working both in the House of Representatives and in the U.S. Senate. She then joined the Congressional Research Service (CRS) of the Library of Congress as a congressional analyst. Her primary responsibilities during 13 years with CRS were training Members of Congress and their staff in House and Senate floor procedures, and included extensive assignments, on detail, in the office of the Senate Minority Leader and the House Majority Leader.

She also spent 6 years as Resident Scholar for C-SPAN, where she answered questions about politics, elections, and the Congress for C-SPAN viewers, on-air and on-line, and most recently served as a Research Scholar for the Center on Congress at Indiana University.

Ms. Nickels is the author of *Why Congress Matters*, a publication offered for sale in the U.S. Capitol Visitors Center. She has been a frequent guest on the Fox News Channel, NPR, and CNN.com.

John Porter

John Edward Porter is a partner in the international law firm of Hogan Lovells US LLP, formerly Hogan & Hartson. He served 21 years as U.S. Congressman from the 10th district in Illinois, where he served on the Appropriations Committee, and as chair of the subcommittee on Labor, Health and Human Services, and Education. Under his subcommittee's jurisdiction were all the health programs and agencies (including NIH and CDC, but excepting FDA) and all of the education programs and agencies of the federal government.

He was founder and Co-chairman of the Congressional Human Rights Caucus, a voluntary association of more than 250 members of Congress working to identify, monitor, and end human rights violations worldwide. He co-authored the legislation creating Radio Free Asia and served as Chair of the Global Legislators Organized for a Balanced Environment (GLOBE USA).

He chairs Research!America and is vice-chair of the Foundation for the National Institutes of Health. He is a member of the Boards of the PBS Foundation, the First Focus Campaign for Children, the Institute of Medicine of the National Academy of Sciences, the Bretton Woods Committee, the Inter-American Dialogue and the Council on Foreign Relations. Previously, he was Chairman of PBS, a trustee of the Brookings Institution and served on boards of the RAND Corporation, the American Heart Association, and the John F. Kennedy Center for the Performing Arts. Among over 275 awards for his service in Congress is the Mary Wood Lasker Award for Public Service.

Before his election to Congress, Porter served in the Illinois House of Representatives and prior to that as an Honor Law Graduate Attorney with the U.S. Department of Justice in the Kennedy Administration. He attended M.I.T., and is a graduate of Northwestern University, and, with distinction, of the University of Michigan Law School. Porter has nine honorary degrees.

Gretchen Schmeltzer, Ph.D.

As an integral part of the Teleos consulting team, Gretchen has designed and led large-scale leadership development programs around the world for multinational corporations. She has worked with senior executives and corporate teams during rapid expansions, change processes, new product implementation, and merging cultures in companies such as IBM, Generali, United Nations, Sepracor, Thomson-Reuters, and Merrill Lynch.

Gretchen has extensive knowledge in the area of growth and development and utilizes this in her program design work, as well as her coaching. She's an essential contributor of transformational leadership design, which ranges from adult development and mechanics of behavior change, to individual and group dynamics. She has provided leadership development training to culturally diverse groups ranging from 20 to 200 participants.

Her research and training has made her the Teleos content expert on transformational leadership, executive coaching and management consulting. As a two-time National Champion in Rowing, Gretchen also has extensive experience in performance enhancement for individuals and teams working with Olympic, Master's and Collegiate level coaches and athletes. As a seasoned executive coach and a licensed psychologist, she internally provides support and direction for fellow Teleos

Executive Coaches and is a Core Faculty member of the ICF Certified Teleos Coach Development Program.

Gretchen's research and publications are focused in the area of mind-body research with an emphasis on mindfulness meditation and emotional regulation, impact of systems on interventions, and issues on training and development. She has led training workshops in mindfulness meditation at Harvard Medical School, Franciscan Children's Hospital, and government agencies. She has numerous publications on productivity and learning, sport psychology, and performance enhancement, and has presented at the Annual Convention of the American Psychological Association and the Association of the Advancement of Applied Sport Psychology.

Susan Tomai

Partner, Oratorio Media Training

Following a career as a producer of ABC's "Good Morning America," Susan started the media training and presentation training business that would become Oratorio - and has since built a reputation as one of the world's leading communications training specialists, counseling hundreds of business executives and public figures for interviews, crisis situations, speeches, presentations, and encounters with financial analysts and investors.

Susan has won several Emmy awards for her television work, as well as public relations industry awards including two Silver Anvils, the IABC Gold Quill Award, and several PRSA Certificates of Excellence and Commendations. She holds degrees in speech and drama from Marymount University and in mass communications from Emerson College, as well as a Certificate in Organization Development from Georgetown University.

Coaches

Muriel Maignan Wilkins

Managing Partner & Co-Founder, Isis Associates

Muriel is an executive coach and leadership development consultant with a strong track record of helping leaders take their effectiveness to the next level. Muriel's unique combination of deep strategy expertise, senior management experience, and focus on executive development creates a strong value proposition for clients. Having worked with over 1000 individuals, either through executive coaching or group learning programs, Muriel is adept at helping leaders develop in the critical career accelerator areas of executive presence, role transitions, and relationship management. She has served clients across a number of industries including management consulting, private equity, biotech, financial services, and non-profits. Before co-founding Isis Associates, Muriel's executive management experience includes holding P&L responsibility as a Director at U.S. News & World Report, leading consulting engagements as a Manager for the strategy practice of Accenture, and being a strategic planner at Prudential. She is also part of the Marshall Goldsmith Partners global network of executive coaches. She holds an MBA from Harvard Business School, a marketing degree from Georgetown University, and Leadership Coaching Certification from Georgetown University.

Amber Romine

Amber Romine is an executive coach and leadership development consultant who partners with her clients to achieve valuable and transformative changes in their work lives and their teams. As a former management consultant and Director in a global professional services firm, she has a deep understanding of business and the complexities facing leaders as they strive to enhance their performance and the performance of their teams. As a coach, she leverages this understanding to meet clients where they are, and to effectively support and challenge them as they learn and develop. Amber's unique blend of skills enables her to work with clients to leverage their strengths and remove the conceptual and behavioural barriers that can derail them as they transition to new roles, broaden the scope of their responsibilities, or work to achieve a higher level of performance.

She brings deep experience coaching high potential employees, executives, and multi-disciplinary, multi-cultural teams, and has worked with clients from more than forty countries. Her experience includes serving as the Program Director and Lead Coach for Genesis Park, PricewaterhouseCoopers' (PwC) marquis global leadership program, where she was responsible for design and delivery of a transformational coaching program, leadership curriculum development and delivery, and building and managing the faculty coaching team.

Prior to entering the coaching and leadership development field, Amber was a management consultant with PwC where she led both strategy and operations focused engagements for commercial and public sector clients. She holds a Master's Degree from the Harvard Kennedy School, where she was a Woodrow Wilson Fellow, and a Bachelor's Degree, Phi Beta Kappa, from

Rutgers University. She is a graduate of Georgetown's Leadership Coaching Program and currently serves on the faculty. Amber is a Professional Certified Coach with the International Coaching Federation. She is also frequently part of the faculty team for Isis Associates' Signature Voice for Leaders program.

Amy Jen Su

Managing Partner & Co-Founder, Isis Associates

Amy Jen Su is an experienced executive coach and teacher who partners with leaders and organizations where leadership presence, communications excellence, and executive endurance are critical to a leader's performance success. A trusted advisor and champion to clients, Amy has a proven track record of helping leaders to solidify their platform in both internal and external marketplaces, to prepare for more visible roles requiring greater influencing skill and presence, and to sustain one's personal best amidst organizational change or complexity. Her previous business experience includes serving as a management consultant for Booz Allen & Hamilton and as a strategic planner for Taco Bell Corp – both shaping her demand for rigor and results in leadership coaching and training today. Amy serves on the faculty teams for several of the country's leading organizations including the World Bank Group, the Brookings Institution, and Ohio State University Moritz College of Law. She is also part of the Marshall Goldsmith Partners global network of executive coaches. Amy holds an MBA from Harvard Business School and a BA from Stanford University, graduating from both with honors and distinction.